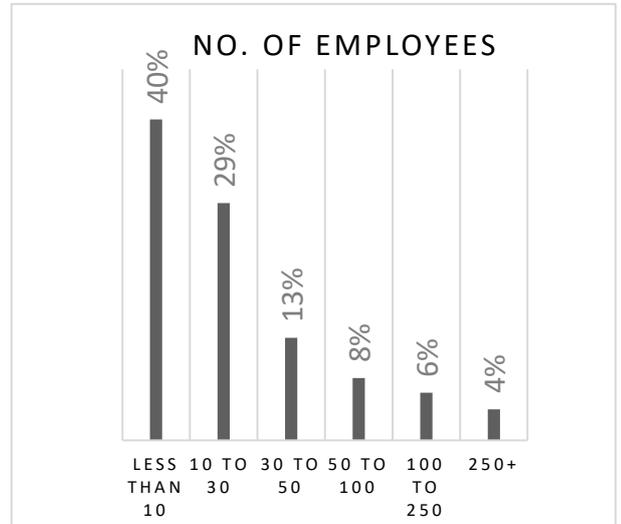


Mandatory Overtime Will Devastate Oregon's Family Farms!

Through OFB's online survey, 544 agricultural employers from almost every county and commodity in Oregon weighed in on the potential impacts of mandatory overtime to their business. This document summarizes the results of this survey and how HB 2358 will harm Oregon's farmers. For the complete results of the survey, please click [HERE](#).

Passing mandatory overtime for agricultural employees would disproportionately impact small and family run farms. A majority of those respondents indicated that less than 30 employees, seasonal included, work during the peak harvest season.

The unique nature of agriculture requires farmers and their employees to work long hours most of the year. A majority of those surveyed indicated that during peak season, an employee works between 55-70 hours per week. Less than 5% indicated their employees work fewer than 40 hours.



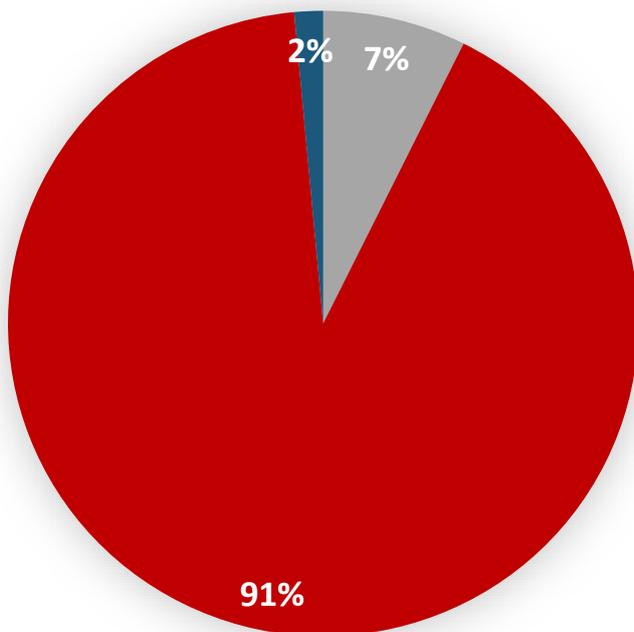
95%

OF AGRICULTURAL EMPLOYERS SURVEYED WOULD BE IMPACTED BY A 40 HOUR OVERTIME THRESHOLD DURING HARVEST SEASON.

Oregon farmers overwhelming cannot absorb the costs of mandatory overtime in HB 2358! 91% of farmers indicated that their farm would NOT be able to absorb the overtime pay mandated in HB 2358, which most estimate would cost between

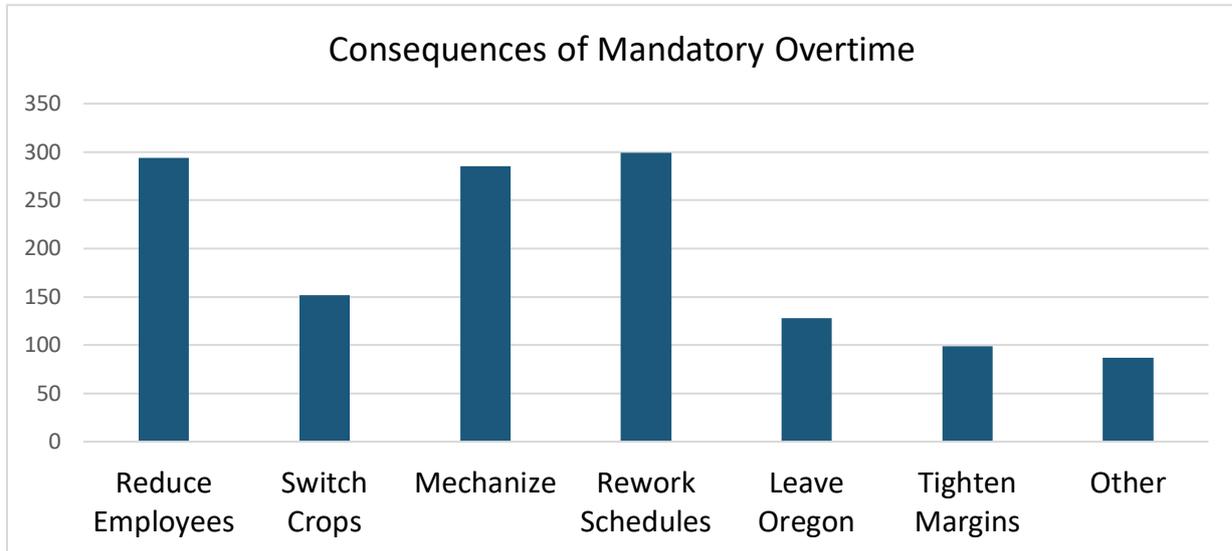
\$50,000 – \$600,000 IN NEW LABOR COSTS.

Will your farm be able to absorb the costs of HB 2358?



■ Yes ■ No ■ Skipped

If HB 2358 were to pass, a majority of farms would have to make drastic changes to their operations to remain in business. These changes will have unintended consequences for agricultural employees. Most employers surveyed indicated they will be unable to absorb the costs proposed by HB 2358 and will have to change their operations, such as reducing their workforce, switching to crops that are not labor intensive, mechanizing their operation, reworking schedules to avoid the 40-hour threshold, hiring additional temporary employees. Each of these means less wages for current employees, or even moving production out of Oregon.



Before voting on HB 2538, Oregon farmers wanted you to know the following:

“Requiring OT Pay ends up hurting those employees who need the help the most. We will have no option but to limit hours per employee to avoid OT cost. This in turn reduces take home pay for employees through less hours worked. Furthermore, it will drive us to mechanize many processes further reducing jobs.”

“We already pay employees a fair wage above minimum wage. We would hire additional employees to reduce the number of hours so that NO employee would go over 40 hours. This would substantially reduce their paycheck. Many employees would most likely leave because they would be making less money.”

“Our margins are too small to survive this increase in labor cost. We are already shorthanded during the harvest season and cannot find more employees to moderate the hours our employees work. Furthermore, keeping our employees to 40 hours would decrease their earnings. This bill is an existential threat to Oregon agriculture.”

“This would kill a lot of jobs and eventually force people to move operations out of Oregon.”

“Passing mandatory overtime would be very costly to all business but especially small farm agriculture. We will be forced to limit employee hours, possibly reduce pay and even eliminate pay raises, bonuses and other incentives which is very counterproductive to the local laborer and economy.”

To read all 421 individual comments, please click [HERE](#).

Vote NO on HB 2358!

For more information please contact: jenny@pacounsel.org